

# DESIGN lines

Tennessee Department of Commerce and Insurance Spring/Summer 2008

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## NEW CONTINUING EDUCATION POLICIES

The Board adopted the following continuing education policies for architects, engineers and registered interior designers relating to health, safety and welfare at its January 10, 2008, meeting:

### CONTINUING EDUCATION POLICY FOR ARCHITECTS RELATING TO HEALTH, SAFETY AND WELFARE

Health, safety and welfare (HSW) in architecture is defined as anything that relates to the structural integrity or soundness of a building or building site. Requirements for HSW training are intended to protect the public.

**Health**—aspects of architecture that have salutary effects among users of buildings or sites and address environmental concerns. Examples include appropriate air temperature, humidity, and quality; adequate provisions for personal hygiene; and use of non-toxic materials or finishes.

**Safety**—aspects of architecture intended to limit or prevent accidental injury or death of building site users. Examples include provision of fire-rated egress enclosures, automatic sprinkler systems, and stairs with correct rise-to-run proportions.

**Welfare**—aspects of architecture that engender positive emotional response among, or enable equal access by, users of buildings or sites. Examples include spaces with scale, proportion, materials, and color pleasing for the intended use; spaces that afford natural light and views of nature; and spaces that provide for users with disabilities.

To qualify for HSW credit, programs or courses must demonstrate that 75% of the content specifically addresses one or more of the topics outlined below:

Accessibility  
Acoustics  
Building design  
Code of ethics  
Construction administration  
Construction contract laws, legal aspects  
Construction documents, services  
Construction functions, materials, methods, and systems  
Energy efficiency

Insurance to protect the owners of property and injured parties  
Interior design  
Laws and regulations governing the practice of architecture  
Life safety codes  
Materials and systems: roofing and waterproofing, wall systems, etc.  
Material use, function and features  
Mechanical, plumbing, electrical: system concepts, materials, and methods  
Natural hazards (earthquake, hurricane,

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You will be prompted to enter your name, e-mail address, registration number and profession.



Environmental: asbestos,  
lead-based paint, toxic  
emissions  
Environmental analysis and issues  
of building materials and  
systems  
Fire: building fire codes—flame  
spread, smoke contribution,  
explosives  
Fire safety systems: detection and  
alarm standards

flood), related to building design  
Preservation, renovation, restoration  
and adaptive reuse  
Security of buildings, design  
Site and soils analysis  
Site design  
Specification writing  
Structural issues  
Surveying methods, techniques  
Sustainable design

Topics that do not qualify as HSW include computer software training and business practices, firm marketing, personnel and management issues.

### CONTINUING EDUCATION POLICY FOR ENGINEERS RELATING TO HEALTH, SAFETY AND WELFARE

These example topics, related to these health, safety and welfare issues, shall be considered acceptable for credit as professional development hours in fulfillment of the continuing education requirement for engineers registered with the Tennessee State Board of Architectural and Engineering Examiners. The registrant shall also meet the requirements per rule 0120-5-.06 (Types of Acceptable Continuing Education), of the Rules for Continuing Education established by the Tennessee State Board of Architectural and Engineering Examiners.

#### (A) LEGAL AND ADMINISTRATIVE ISSUES

1. Planning
2. Construction law
3. Governmental policies and laws that affect the use and/or development of a project
4. Development restrictions
5. Construction contracts and the responsibilities of the various parties under the construction contract
6. Professional liability issues
7. The bid evaluation process, including alternates, unit prices, bidder qualifications, bonds, etc.
8. Legal aspects of the bidding process, such as bid form, bid bond, addenda, etc.
9. Legal procedures for change orders and addenda
10. Ethical standards for professional practice
11. Project
  - a. Management
  - b. Business law
  - c. Accounting/Finance
  - d. Etc.

## LEGISLATIVE WRAP-UP

The 105th General Assembly has now ended. Several bills impacting the Board and its registrants were introduced, including:



- Senate Bill (SB) 210/House Bill (HB) 84, entitled the “Tennessee Interior Design Consumer Protection Act,” would have regulated the practice of interior design (our current statute only regulates use of the title “registered interior designer”). The Board voted to oppose this legislation, which did not become law. The Tennessee Interior Design Coalition plans to reintroduce this bill next year.
- SB 354/HB 800, which passed and became law on May 24, 2007, amended T.C.A. § 62-2-401(a) relative to the qualifications for engineer registration. The law change allows someone with a master’s degree in engineering from an institution approved by the Board, with four years of experience and engineer intern certification, to sit for the Principles and Practice of Engineering exam (see articles in the Spring/Summer and Fall/Winter 2007 newsletters for more information).
- SB 1888/HB 2118, entitled the “Tennessee Soil Scientist Licensing and Regulatory Act,” would have provided for the regulation of soil scientists by the Land Surveyors Board. The Board voted to oppose this legislation, which did not become law.
- SB 2978/HB 2985 would have increased the threshold for public works projects that require an architect, engineer or landscape architect in T.C.A. § 62-2-107 from \$25,000 to \$250,000 (to be adjusted every two years for inflation), and would have allowed plans, estimates, and specifications to be reused under certain circumstances. The Board voted to oppose this legislation, which did not become law.
- SB 3907/HB 3691 would have amended T.C.A. § 62-2-102 to exempt signs that cost \$25,000 or less, have no more than 150 square feet of sign face, and are no more than 25 feet high from the requirement that a registered architect or engineer prepare plans and specifications. The Board voted to oppose this legislation, which did not become law, and has revised the Seal Exemptions Clarification policy to address this issue. ■

**(B) INVENTORY**

1. History of the profession and/or projects
2. Information sources, such as existing documentation
3. Surveying practices
4. Landscape architecture practices
5. Architectural practices

**(C) ANALYSIS**

1. Mathematics
2. Geology
3. Historical patterns
4. Sociological, historical and cultural influences on design
5. Behavioral factors relating to design
6. Resource preservation
7. Floodplain management principles
8. Stormwater management technologies
9. Water supply and conservation technologies
10. Characteristics of fire hazard areas
11. Visual analysis methods and techniques

**(D) DESIGN ISSUES**

1. Design principles
2. Functional relationships among program elements
3. Code requirements and design principles for universal accessibility
4. Principles of sustainability
5. Any codes related to the profession

**(E) CONSTRUCTION METHODS AND PROCESSES**

1. Construction methods and techniques
2. Construction equipment and technologies
3. Quality control procedures for construction, such as delivery, storage, testing, etc.
4. Sequencing of design, approval, permitting and construction activities
5. Methods of installation of construction materials
6. Factors influencing selection of materials (e.g., availability, cost, maintenance, location, survivability, dependability)

**(F) DOCUMENTATION AND ADMINISTRATION**

1. Components of specifications for a project
2. Specification types (e.g., material, workmanship, performance, proprietary)
3. General and supplemental conditions, special provisions,

and technical specifications and their organizations

4. Computer technology for design and administration

**(G) OTHER ISSUES**

1. Any other beneficial topics that encourage, enhance, or reduce risk to the health, safety and welfare of the general public.

**CONTINUING EDUCATION POLICY FOR REGISTERED INTERIOR DESIGNERS RELATING TO HEALTH, SAFETY AND WELFARE****Health/Safety:**

Programs or courses must demonstrate that 75% of the content specifically addresses knowledge or practice of topics that protect the public or the environment:

- Building and Life Safety Codes, regulations and standards of practice
- Building regulations
- Products or designs implemented to protect the public or the environment
- Product performance standards and topics including, but not limited to, energy efficiency, acoustics, indoor air quality, lighting, or fire and life-safety systems

**Welfare:**

Programs or courses must demonstrate that 75% of the course content covers knowledge and practice of design that enhances the physical well-being of individuals and the environment:

- Social
- Psychological
- Financial
- Business practices
- Ethics
- Space design
- Budgets and estimating
- Construction administration
- Environmental and sustainability issues
- Finish materials and methods of construction detailing
- Special needs populations

**General Interior Design Professional Knowledge (no HS or W):**

The designation covers general knowledge regarding interior design where less than 75% of the course content covers knowledge and practice of applicable legal codes, building regulations and product performance standards that are implemented to protect the public and the environment or that enhance the social, psychological, financial and physical well-being of individuals and the environment.

Topics that do not qualify as HSW include computer software training and general business practices, firm marketing, personnel, and management issues. ■

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## NEW AS-BUILT DRAWINGS POLICY

The following policy regarding as-built drawings was approved by the Board at its May 22, 2008, meeting:

As-built drawings are often used to document how an existing structure, building site, or other development project was constructed.

The Board does not consider the representation of what was believed to be constructed to be the practice of architecture, engineering or landscape architecture. Therefore, the Board does not require that these drawings bear the seal of a design professional. However, occasions may arise when a registered design professional is required to seal such drawings. In such cases, a caveat should be included on the sealed as-built drawings, incorporating the following factors as applicable:

- This as-built drawing is a compiled representation of the constructed project.
- The sources and the basis of information used in the preparation of this as-built drawing are as follows: (insert appropriate sources, such as field inspector's notes, contractor's notes, field measurements, etc.).
- This as-built drawing is believed to be correct to the best of the professional's knowledge. ■

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## REVISED SEAL EXEMPTIONS CLARIFICATION POLICY

The Board revised the Seal Exemptions Clarification policy at its May 22, 2008, and July 10, 2008, meetings by adding the following as a new paragraph (7):

7. Signs. Non-electrical signs not exceeding a maximum of thirty-two square feet (32 sq. ft.) in total sign face and a maximum height of eight feet (8 ft.) above grade, and maintenance or repair of an existing sign that does not require technical calculation.

Signs meeting the above criteria are situations where a registered architect, engineer, or landscape architect is not required unless an awarding authority deems it necessary. ■

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## DELINEATION OF ENGINEERING AND SURVEYING

The Board voted to revise its policy regarding the delineation of engineering and surveying at its July 10, 2008, meeting. The policy was revised to include a summary of a 2004 Attorney General opinion, which stated that licensed land surveyors who are not registered engineers may not conduct and perform drainage design and calculations. The complete text of the revised policy follows:

In rural areas regarding subdivision development of property, an issue has arisen between surveyors and engineers wherein the surveyors feel they should take responsibility for engineering design because engineering expertise is not available and the importance of such engineering expertise is questionable. Engineers do not subscribe to this extension of the responsibilities of surveyors into their practice.

On September 17, 1987, three members of the State Board of Architectural and Engineering Examiners (Messrs. Lannom, Adsit, and Wynne) met with the Honorable Bill Richardson, Tennessee State Senator, to discuss his original intent in the delineation of the two professions during the Senate's deliberations in 1976, when the surveyors' law was passed.

The language below is the A/E Board's interpretation of the delineation of engineering and surveying:

1. Land surveying, measurement and calculation of areas, boundaries, property lines, the subdivision of property and the plotting thereof must be done by a surveyor and his drawing must bear his seal.
2. Subdivision road alignment, road grades, cutting and filling of subdivision lots, and changes to the topography which involves a final grading plan may be performed by either an engineer or a surveyor; the designer's seal must be applied to the drawing. In localities where instability of final grades and slopes requires analysis of soils to prevent conditions hazardous to life and property, design of roads, slopes, ditches, and building sites must be done by an engineer.
3. Culverts, storm drainage pipes, water lines, sewer lines, electric power lines or other utilities not existing prior to development shall not be shown on a subdivision drawing unless that drawing bears the seal of the engineer who designed them.
4. The issue of whether or not the design of storm water drainage systems may be conducted by a licensed land surveyor was addressed in an opinion by the Attorney General's Office on February 9, 2004 (Opinion No. 04-018). That Opinion answers the question: "Does the statute (Tenn. Code Ann. §62-18-102(3), defining the "practice of land surveying") allow land surveyors to conduct and perform drainage design and calculations required for the construction of subdivisions, including determining the detention and retention of storm water as well as determining the size of ponds, basins, pipes and culverts which hold and through which storm water will flow?" The Opinion concludes, based on its analysis and past authorities, that a licensed land surveyor who is not a registered engineer may not conduct drainage design and calculations of this kind. The Tennessee State Board of Architectural and Engineering Examiners agrees with this opinion.

Adopted 1-26-90

Revised and adopted 10-4-97

Revised and adopted 7-10-08 ■



## - ANNOUNCEMENTS -

Our office has temporarily relocated to the Andrew Johnson Tower at 710 James Robertson Parkway, 8th Floor, Nashville, TN 37243. Our mailing address will remain 500 James Robertson Parkway, Nashville, TN 37243-1142, and all mail, including freight and express deliveries, should be sent to that address. The cashier's office for any licensee wanting to pay in person will remain in the Davy Crockett Tower at 500 James Robertson Parkway.

Paul W. (Bill) Lockwood, ASLA (Brentwood, Tennessee), was recently appointed to serve out the remainder of the late John Love's term as the Board's landscape architect member. He will serve until June 30, 2008. Mr. Lockwood is a Vice President and Landscape Architect with Barge, Waggoner, Sumner & Cannon, Inc., in Nashville.

At the May 22, 2008, Board meeting, Jim Hastings was elected to serve as Board Chair, Bob Campbell was elected to serve as Vice Chair, and Philip Lim was elected to serve as Secretary. All officers will serve from July 1, 2008-June 30, 2009.

The Board approved several rule changes at its May 22, 2008, rulemaking hearing regarding application references, engineer experience requirements, postponement of examinations, and conflicts of interest. The text of the amended rules is available on the Board's website. The amended rules will not take effect until they have been reviewed by the Attorney General's office and filed with the Secretary of State for 75 days. ■

## IN MEMORIAM

*The Board and Staff wish to extend our sympathies to the families and friends of these individuals who have honored their professions:*

### ARCHITECTS

Bozeman, Howard C., Jr., #18427  
Garland, Robert D., Jr., #11207  
Schwartz, Irving Donn, #100991

### ENGINEERS

Adair, Norman D., #19114  
Aman, Dennis E., #20826  
Arrington, James S., Jr., #6815  
Bauman, Donald E., #14090  
Fly, Aubrey L., Jr., #7523  
Haley, Robert L., #3112  
Hart, Johnathan M., #9934  
Kanter, David, #102431  
Milam, Charles C., #9652  
Moore, Jerry F., #9222  
Sellick, Jay P., #8693  
Wilson, John E., #6810  
Young, Nathan K., #7424

### REGISTERED INTERIOR DESIGNERS

Edwards, Amelia Whitsitt, #106

If you have a name that should be recognized in this section, please contact the Board office. ■

## Formal Disciplinary Actions Taken by the Board

*David Ray Carter, R.A. #21342  
Nashville, Tennessee*

**VIOLATION:** Practiced on an expired license. Tennessee Code Annotated § 62-2-306(b).

**PENALTY:** \$500 civil penalty; take and pass the Board's law and rules exam.

**FINAL ORDER:** May 22, 2008

*Samuel Walters Henry, R.L.A. #722  
Memphis, Tennessee*

**VIOLATION:** Practiced on an expired license. Tennessee Code Annotated § 62-2-306(b).

**PENALTY:** \$500 civil penalty; take and pass the Board's law and rules exam.

**FINAL ORDER:** May 22, 2008

*Robin M. Rains, R.I.D. #631  
Nashville, Tennessee*

**VIOLATION:** Misrepresented the number of professional development hours (PDH's) earned during the preceding renewal period. Tennessee Code Annotated § 62-2-308(a)(1)(B).

**PENALTY:** \$250 civil penalty; take and pass the Board's law and rules exam.

**FINAL ORDER:** May 22, 2008

*Jeffrey Wayne Stevens, P.E. #107442  
Fairview, Tennessee*

**VIOLATION:** Practiced on an expired license. Tennessee Code Annotated § 62-2-306(b).

**PENALTY:** \$500 civil penalty; take and pass the Board's law and rules exam.

**FINAL ORDER:** May 22, 2008 ■



# Information On Examinations



The Board would appreciate your sharing information about these professional examinations with interns in your office.

## ARCHITECTURE

Future information about the Architect Registration Examination (ARE) and free practice software are available at the National Council of Architectural Registration Boards' (NCARB's) web site: [www.ncarb.org](http://www.ncarb.org). NCARB will launch ARE 4.0 on July 1, 2008.

Candidates testing under ARE 3.1 have until June 2009 to complete ARE 3.1 before they are transitioned to the updated exam.

Interns wishing to sit for the ARE before completing the Intern Development Program (IDP) must file an application with the Board and request that NCARB transmit a record summary to the Board office confirming that they have enrolled in IDP. Applicants applying for early ARE eligibility must also submit a transcript(s) and references. Upon completion of IDP, a complete NCARB record must be transmitted to the Board before registration may be granted.

### Exam Results (12/15/07-5/15/08)

	Total	Pass
Bldg. Planning	25	12
Bldg. Technology	35	22
Constr. Doc. & Services	26	21
Gen. Structures	19	16
Lateral Forces	24	22
Mat. & Meth.	28	22
Mech. & Elec.	13	8
Pre-Design	27	22
Site Planning	36	24

## ENGINEERING

Beginning in October 2003, the National Council of Examiners for Engineering and Surveying (NCEES) assumed responsibility for administering and proctoring the engineering examinations in Tennessee.

### • Fundamentals of Engineering Examination—

### Application Deadlines:

	Seniors*	Non-seniors**
Spring Exam	February 1	January 1
Fall Exam	September 1	August 1

\*Engineering students with senior status in the engineering curriculum.

\*\*Those who have already been awarded an undergraduate degree in engineering.

The FE exam is currently administered in Chattanooga, Cookeville, Franklin, Knoxville, Martin, and Memphis on:

October 25, 2008

April 25, 2009

### • Principles and Practice of Engineering Examinations—

The application deadline for new applicants for the spring Principles and Practice of Engineering (P&P) exam is December 1. The fall deadline is June 15. Exam applicants must have the required years of experience prior to filing the application. New exam applicants must submit all required supporting documentation by January 1 for the spring exam and by July 15 for the fall exam to ensure that their applications are processed prior to the exam-scheduling deadline. The exam will be given in Franklin, Knoxville, and Memphis on:

October 24, 2008

April 24, 2009

To facilitate scheduling of the P&P exams, retake requests and fees should be received by the Board office by February 1 for the spring exam and September 1 for the fall exam.

Registrants wishing to take other exam disciplines must submit an application to add an exam discipline (available at the Board's website) with the appropriate exam fee by February 1 for the spring exam and August 1 for the fall exam. The examination fee is currently \$245, and the Structural II exam fee is \$735. Those wishing to take the Structural II exam must

already be registered either by taking the Civil or Structural I exams as the basis for registration.

For information regarding exam study materials, calculators permitted in the examination room, and exam specifications please visit the NCEES website ([www.ncees.org](http://www.ncees.org)).

### Exam Results (April 2008)

	Total	Pass	%Pass
Fundamentals of Engineering	470	345	73%
Principles and Practice of Engineering			
Chemical	4	3	75%
Civil	116	60	52%
Electrical & Comp	32	16	50%
Environmental	7	1	14%
Mechanical	19	10	53%
Structural I	11	5	45%
Structural II	3	2	67%
All Disciplines	192	97	51%

## LANDSCAPE ARCHITECTURE

The multiple-choice sections of the Landscape Architect Registration Examination (LARE)—Sections A, B and D—are now computerized and are administered separately from the graphic portions of the examination by the Council of Landscape Architectural Registration Boards (CLARB). In order to take the multiple-choice sections of the examination, exam candidates must register directly with CLARB at [www.clarb.org](http://www.clarb.org). Tennessee candidates are required to indicate that they have been approved to sit for the examination by the Tennessee Board when registering for the examination. Candidates may take the examination at any of the approved CLARB testing centers, and examination fees (scoring and administration fees) are paid at the testing center. Additional information regarding the computerized sections, including current fees and exam dates,

cont. next page

## Examinations ...cont.

is available at CLARB's website.

The graphic portions of the examination—Sections C and E—will continue to be administered in Nashville, Tennessee by the Tennessee Board with examination fees paid directly to the Board. The dates for the administration of the graphic sections of the LARE are as follows:

December 8-9, 2008  
June 8-9, 2009

The application deadline for the June exam is January 15, and the deadline for the December exam is June 15. All supporting documents (references, transcripts, etc.) are due in the Board office within thirty (30) days after the application deadline. Retake requests for the graphic sections must be received by March 30 for the June exam and by September 30 for the December exam.

The exam fees for the graphic portions are as follows:

December 2008-June 2009  
Section C \$270  
Section E \$270

### Exam Results (12/07)

	Total	Pass
Section C	4	2
Section E	7	0

## INTERIOR DESIGN

The Interior Design Qualification exam will be given on:

October 3-4, 2008  
April 3-4, 2009

To obtain an application for the exam, call the National Council for Interior Design Qualification (NCIDQ) at 202-721-0220, or visit [www.ncidq.org](http://www.ncidq.org). The regular application deadline for the spring exam is December 10 for first-time applicants; the regular deadline for the fall exam is June 10.

## NEW REGISTRANTS

The Board and staff congratulate the following registrants who passed their respective professional examinations and were registered between July 1, 2007, and December 31, 2007:

### ARCHITECTS

(Architect Registration Exam)

A. Katherine B. Ambroziak  
Erie Lachelle Banks  
Richard Andrew Belew  
Marshall Scott Duncan  
Joshua Taylor Fykes  
Timothy Nathaniel Garrett  
Edward Stanley George  
Richard Shawn Hobbs  
Blaine Michael Kimbrough  
David Andrew Magner  
Thomas Alan Palmer  
Evelyn Kathleen Scott  
Eric Bradley Scowden  
Cayce Grant Smith  
Paul Richard Spencer  
Mark Steven Wheeler  
Jeffrey Allen Williamson

### ENGINEERS

(Principles and Practice of Engineering Examinations)

Chad Daniel Bobrowski  
Darren Michael Cardwell  
Kevin Robert Cress  
George David Daws  
Theresa Louise Ervin  
Matthew Cole Everett  
Paolo Matthew Fonda  
Marco Delano Goodman  
Calvin Herschel Hall  
Samuel Lynn Harrison  
Kristin Britt Hensley  
Michael Paul Horlacher  
Bonnie Catherine Latta  
Aaron Paul Miller  
Mitchell John Miller  
Charissa Christine Mishu  
Jared Walter Moore  
Scott Curtis Morgan  
Lauren Donohoe Moyer  
Wesley Thomas Moyer  
Kirk Neubauer

Peter Michael Osucha  
Nicholas John Pearson  
Ryan Pete Potier  
Tazio Roberto Qubeck  
Christopher Marvin Rowe  
Edmund Kirby Smith, IV  
Paul Cedric Strong  
Robert Hamilton Tester  
Steven Brian Walters  
Delwick Edward Warfield  
Randall Ashley Wilson

### LANDSCAPE ARCHITECTS

(Landscape Architect Registration Exam)

Sean Michael Vasington  
Andrew Joseph Verdeyen  
John Christopher Whitis

### REGISTERED INTERIOR DESIGNERS

(National Council for Interior Design Qualification Exam)

Susan Antoinette Besser  
Caron Leigh Cooper  
Jennifer Ann Harlan  
Brandi Nichole Johnson  
Whitney Lynn Malonee  
Lori Elizabeth Norton  
Kelly Murphy Reynolds ■

## DID YOU KNOW?

The National Council of Architectural Registration Boards (NCARB) has released two new continuing education monographs, entitled Sustainable Design II and Getting to Smart Growth II: 100 More Policies for Implementation. Sustainable Design II examines important new developments, tools, and techniques in sustainable design that have occurred since the publication of NCARB's Sustainable Design in 2001. It takes an in-depth look at the emergence of green building rating systems, most notably the U.S. Green Building

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## Tennessee Board of Architectural and Engineering Examiners

*James O. Hastings, Jr., AIA, Chair*  
*Robert Campbell, PE, Vice Chair*  
*Philip K. S. Lim, PE, Secretary*  
*Paul W. (Bill) Lockwood, ASLA*  
*Dana Miller, ASID, Immediate Past Chair*  
*David M. Schuermann, AIA*  
*William J. Stockard, PE*  
*Richard D. Thompson, AIA*  
*Brenda T. Wood, Public Member*

### Associate Board Members

*Dennis W. Henderson, PE*  
*Carlton L. Norris, PE*  
*Raymond D. White, PE*

*John Cothron, Executive Director and Editor*  
*Robert Herndon, Legal Counsel*

<http://www.state.tn.us/commerce/boards/ae>  
[ce.aeboard@state.tn.us](mailto:ce.aeboard@state.tn.us) (e-mail)  
615-741-3221 (Nashville) • 1-800-256-5758 (toll free)  
615-532-9410 (fax)

## Did You Know ...*cont.*

Council's Leadership in Energy and Environmental Design (LEED®) certification. It also examines the costs and benefits of green buildings and integrated design strategies. Getting to Smart Growth II expands on the first volume with new tools, policies and approaches the public and private sectors can use to create more livable communities. Visit NCARB's website ([www.ncarb.org](http://www.ncarb.org)) for more information. ■

The Tennessee Department of Commerce and Insurance is committed to the principles of equal opportunity, equal access, and affirmative action. Contact the EEO Coordinator or ADA Coordinator at 615-741-2177 (TDD).

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